



**Adaptive Management Project Manager**  
**Forest Practices Division**  
**Recruitment # 2006-10-6872**

**AGENCY MISSION AND CHALLENGE:**

The mission of the Department of Natural Resources (DNR) is to provide professional, forward-looking stewardship of our state lands, natural resources, and environment. DNR provides leadership under the Commissioner of Public Lands, an elected official, in creating a sustainable future for the State Trust Lands.

At the DNR, we envision a future in which our human and natural environment provides abundant and diverse social, ecological, and economic benefits for the people of Washington, in this and all future generations. In acting to ensure the vision, we ensure sustainability.

DNR manages over 5 million acres of state-owned land that includes forest, range, commercial, agricultural and aquatic lands. Since 1970 DNR-managed lands have generated \$6 billion that support public schools, state institutions and county services. These lands also provide public benefits that include fish and wildlife habitat, clean and abundant water and public access to outdoor recreation. The DNR operates with a biennial budget of approximately \$400 million and has over 1300 employees. For more information about the department, see the DNR website at [www.dnr.wa.gov](http://www.dnr.wa.gov)

The Forest Practices Division supports the Forest Practices Board in developing rules and a board manual that accomplish the purposes of the Forest Practices Act. In 1974 the Washington state legislature wrote the [Forest Practices Act](#), Chapter 76.09 of the Revised Code of Washington (RCW). The Act defines a plan to protect public resources while assuring that Washington continues to be a productive timber growing area. The [Forest Practices Rules](#), Title 222 of the Washington Administrative Code (WAC), are adopted by the [Forest Practices Board](#). These rules give direction on how to implement the Forest Practices Act, and Stewardship of Non-industrial Forests and Woodlands (Chapter 76.13 RCW).

The Forest Practices Adaptive Management program was created to provide science-based recommendations and technical information to assist the Forest Practices Board in determining if and when it is necessary or advisable to adjust rules and guidance for aquatic resources to achieve resource goals and objectives. The Adaptive Management program is a cooperative, consensus-based research program, first created by the Timber, Fish and Wildlife Agreement of 1987, and later institutionalized with the adoption of the Forests and Fish Forest Practices Rules in 2001.

**Job Classification:** Natural Resource Scientist 3

**Type of Position:** This is a project position expected to last at least 24 months.  
This position is represented by the WFSE. Once appointed to this position the incumbent will be required to pay union dues or other representation fee within the first 30 days of employment.

**Monthly Salary Range:** \$4106 – \$5258 per month

**Benefits Package:** Health and dental insurance, retirement pension, vacation, sick leave and holidays

**Posting Date:** October 11, 2006

**Closing Date:** Open until filled

**Location:** Olympia WA

**POSITION PROFILE**

Reporting to the Forest Practices Adaptive Management Program Administrator (AMPA), and working with other interested parties, this position is responsible for:

- Facilitating the timely completion of project request for proposals and request for qualifications/quotations;
- Monitoring the performance of adaptive management research projects;
- Facilitating the timely resolution of project scope, schedule or budget issues;
- Facilitating the coordination of study site activities among scientists and landowners;
- Intra and inter-project coordination;
- Communicating project progress to the AMPA and other interested parties;
- Facilitating and monitoring technical reviews of project products and archiving of project data/documents.

## REQUIRED POSITION QUALIFICATIONS

- Excellent communication and group leadership skills
- Ability to function effectively and produce results in a cooperative, consensus-based research program
- Creative problem solver and ability to think strategically
- Knowledge and understanding of forestry/aquatic resource interaction
- Knowledge and understanding of forestry/aquatic resource interaction research and monitoring techniques
- Knowledge and understanding of the Scientific Method, including hypothesis formulation and testing
- Knowledge and understanding of statistics, including experimental design and sampling procedures
- Bachelors degree with a major study in a natural resource science (e.g., forestry, fish biology/management, wildlife management/biology, riparian ecology) or a closely related field, AND five years professional work experience in one of these fields.

## DESIRED POSITION QUALIFICATIONS

- Experience conducting and managing forestry/aquatic resource interaction research and monitoring projects
- Experience in developing and managing project budgets
- Experience working in a cooperative research and monitoring program
- Experience in facilitation, collaboration, negotiation and conflict resolution
- A graduate degree in a natural resource science (e.g., forestry, fish biology/management, wildlife management/biology, riparian ecology) or a closely related field, AND five years professional work experience in one of these fields.

## SPECIAL POSITION REQUIREMENTS AND WORKING CONDITIONS

- Ability to work on uneven terrain in all weather conditions.
- The incumbent in this position will be required to travel.
- Must have a valid drivers license and two years of driving experience
- Must be at least 18 years of age at time of hire.
- A 5-year driving abstract issued from the state in which you are currently licensed will be required at time of hire.

## WHO MAY APPLY

This recruitment is open to anyone who meets the required qualifications for this position.

## APPLICATION PROCESS

To be considered for this position please submit:

- A letter of interest describing how your experience and qualifications relate to the job profile and the required and desired position qualifications. Indicate in your letter of interest how you learned of this opportunity.
- A current resume
- An online voluntary [Applicant Profile Questionnaire](#)

The first screening will be based on information contained in your letter of interest, state application and/or resume.

Submit all materials by the closing date to:

Electronic method preferred	OR other method
<a href="mailto:dnrrecruiting@wadnr.gov">dnrrecruiting@wadnr.gov</a>	Roberta Searles Department of Natural Resources PO BOX 47033 Olympia, WA 98504-7033

**NOTE:** Please indicate **Adaptive Management Project Manager and Recruitment # 2006-10-6872** in the subject line of your e-mail.

By submitting the application materials you are indicating that all information is true and correct to the best of your knowledge. You understand that the state may verify information and that untruthful or misleading information is cause for removal from applicant pool or dismissal if employed.

For more information about this position, please contact Darin Cramer at (360) 902-1088 or [darin.cramer@wadnr.gov](mailto:darin.cramer@wadnr.gov).  
or, e-mail us at [DNRrecruiting@wadnr.gov](mailto:DNRrecruiting@wadnr.gov).

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